

COUNTY COUNCIL  
OF  
HARFORD COUNTY, MARYLAND

BILL NO. 95-25

Introduced by Council President Parrott  
at the request of the County Executive  
Legislative Day No. 95-13 Date May 2, 1995

AN EMERGENCY ACT to repeal the Harford County Pay Plan and Classification Plan and Salary Grade Schedule, Harford County Ordinance No. 94-33, as amended, and to enact a new Classification Plan and Salary Grade Schedule and Pay Plan to stand in lieu of the Ordinances repealed; to provide pay plans for County employees and employees of the following agencies: judicial service employees, State's Attorney employees and the Harford County Sheriff's Office; to further provide for new position plans and salary grades for County classified and exempt employees; all in accordance with Section 603 of the Charter; and to provide that this act shall not be codified in the Harford County Code.

By the Council, May 2, 1995  
Introduced, read first time, ordered posted and public hearing scheduled  
on: May 30, 1995  
at: 7:00 p.m.

By Order: James D. Vannoy/MKM Acting Secretary

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on May 30, 1995, and concluded on May 30, 1995

Zoe Brenden ~~Acting~~ Secretary

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

Section 1. Be It Enacted By The County Council of Harford County, Maryland, that Harford County Ordinance No. 94-33, Harford County Pay Plan is hereby repealed and that new Pay Plans, Classification and Salary Grade Schedules, Exempt Plan and Grade Schedule, Law Enforcement and Corrections Plans and Schedules, Judicial, Sheriff's Office and State's Attorney Office Plans and Schedules, be, and they are hereby enacted to stand in lieu of the repealed Ordinance, all to read as follows:

**Harford County Classification Plan**

General Administration:

Grade

Administrative Assistant I	S-06
Administrative Assistant II	S-08
Administrative Specialist	M-10
Aging Program Director	M-14
Alcohol/Drug Coordinator	M-10
Assistant Council Attorney	M-16
Assistant County Attorney	M-16
Assistant County Attorney (Entry Level)	M-13
Assistant Secretary of the Council	S-09
Assistant to Director of Public Works	M-15
Bus Driver	S-02
Bus Driver (Grandfathered)	S-03
Central Services Lead Technician	M-09
Client Advocacy Services Manager	M-10
Commission for Women Coordinator	M-10
Community Resources Coordinator	S-08
Computer Center Coordinator	M-10

1	Computer Records Assistant	S-06
2	Computer Resource Technician	S-08
3	Crisis Intervention Worker	S-02
4	Deputy Director of Public Works	M-18
5	Equal Opportunity Officer	S-06
6	Executive Director, Harford Cable Network	M-13
7	Fleet Manager	M-10*
8	*See Management/Technical Pay Schedule	
9	Fuel Systems Specialist	S-08
10	Geographic Information Systems Coordinator - (M-13)	M-15*
11	*See Management/Technical Pay Schedule	
12	Geographic Information Systems Database Manager	S-13
13	Grants Coordinator	M-10
14	Grants Specialist I	S-06
15	Grants Specialist II	S-08
16	Housing Counselor	S-08
17	Housing Services Coordinator	M-10
18	Human Relations Coordinator	M-10
19	Lead Bus Driver	S-04
20	Legal Assistant I	S-05
21	Legal Assistant II	S-09
22	Legislative Drafter	M-11
23	Legislative Research Assistant	S-06
24	Long-Term Care Coordinator	S-08
25	Management Analyst	M-12
26	Management Assistant I	M-10
27	Management Assistant II	M-12

1	Manager, Information Systems Division	M-16
2	Media Specialist	S-09
3	Nutrition Project Supervisor	S-06
4	Nutrition Site Worker	S-01
5	Personnel Specialist	S-08
6	Personnel Technician	S-07
7	Position Classification Specialist	M-13
8	Producer-Manager	M-11
9	Purchasing Agent I	S-08
10	Purchasing Agent II	S-10
11	Purchasing Agent III	S-12
12	Risk Manager - (M-14)	M-16*
13	*See Management/Technical Pay Schedule	
14	Risk Management Assistant	S-08
15	Supervisor, Transportation Services	M-10
16	Tourist Development Coordinator	M-10
17	Zoning Hearing Assistant	S-07
18	<u>Building Maintenance Service:</u>	<u>Grade</u>
19	Building Construction and Repair Supervisor	M-10
20	Building Maintenance Worker	S-04
21	Building Maintenance Mechanic I	S-07
22	Building Maintenance Mechanic II	S-09
23	Building Maintenance Supervisor	M-10
24	Chief Custodian	M-05
25	Custodian I	S-01
26	Custodian II	S-03
27	Facilities Attendant	S-04

1	Master Cabinetmaker/Building Construction	S-10
2	<u>Clerical Service:</u>	<u>Grade</u>
3	Claims Clerk	S-05
4	Clerk Typist I	S-02
5	Clerk Typist II	S-04
6	Fixed Asset Control Clerk	S-03
7	Legal Clerk I	S-03
8	Legal Clerk II	S-05
9	Mail Room Clerk-Messenger	S-02
10	Office Aide	S-01
11	Personnel Clerk	S-05
12	Secretary	S-05
13	Secretary, Legal/Legislative	S-06
14	Telecommo-graphics Operator	S-04
15	Timekeeper	S-03
16	<u>Engineering and Related Service:</u>	<u>Grade</u>
17	Chief, Construction Inspection Bureau (Grandfathered)	M-15
18	Chief, Construction Inspection Bureau	M-14
19	Chief Construction Inspector	M-12
20	Chief, Engineering Division	M-16
21	Chief, Environmental Enforcement	M-12
22	Chief, Facilities and Operations Division	
23	(Grandfathered)	M-15
24	Chief, Facilities and Operations Division	M-14
25	Chief, Highways Division	M-16
26	Chief, Land Acquisition	M-13
27	Chief, Solid Waste Management Division	M-15

1	Chief, Traffic and Transportation Division	M-15
2	Chief, Water and Sewer Division	M-16
3	Chief Materials and Testing Inspector	M-12
4	Civil Engineer I	S-11
5	Civil Engineer II	M-13
6	Civil Engineer III (M-14)	M-15*
7	*See Management/Technical Pay Schedule	
8	Construction Inspector I	S-07
9	Construction Inspector II	S-09
10	Construction Inspector III	S-11
11	Drafting Technician I	S-04
12	Drafting Technician II	S-06
13	Drafting Technician III	S-07
14	Drafting Technician IV	S-09
15	Engineering Associate I	S-07
16	Engineering Associate II	S-09
17	Engineering Associate III	S-11
18	Engineering Associate IV	M-12
19	Land Surveyor	M-12
20	Material Inspector I	S-07
21	Material Inspector II	S-09
22	Material Inspector III	S-11
23	Right-of-Way Agent (Grandfathered)	M-11
24	Right-of-Way Agent I	S-09
25	Right-of-Way Agent II	S-11
26	<u>Fiscal and Accounting Service:</u>	<u>Grade</u>
27	Accountant I	M-10

1	Accountant II	M-12
2	Accountant III	M-13
3	Accounting Clerk I	S-05
4	Accounting Clerk II	S-07
5	Accounting Technician	S-09
6	Administrative Budget Technician	M-09
7	Assistant Comptroller	M-12
8	Budget Analyst	M-14
9	Budget Assistant	S-09
10	Cashier I	S-05
11	Cashier II	S-06
12	Chief, Bureau of Accounting	M-14
13	Comptroller	M-14
14	Computer Operations Supervisor	M-11
15	Computer Operator	S-07
16	Computer Operator Trainee	S-05
17	Deputy Treasurer	M-16
18	Internal Auditor I	S-10
19	Internal Auditor II	S-12
20	Programmer	S-09
21	Programmer Analyst	S-12
22	Revenue Control Supervisor	M-10
23	Senior Computer Operator	S-09
24	Supervisor of Cashiers	M-10
25	Systems Analyst - (M-13)	M-15*
26	*See Management/Technical Pay Schedule	
27		

1	<u>Parks and Recreation Service:</u>	<u>Grade</u>
2	Chief of Parks and Facilities	M-14
3	Chief of Recreation	M-14
4	Community Director	S-10
5	Community Leader	S-06
6	District Supervisor	M-12
7	Park Maintenance Crew Leader	H-07
8	Park Maintenance Worker I	H-03
9	Park Maintenance Worker II	H-05
10	Park Naturalist	S-08
11	Park Security Worker	S-05
12	Parks and Facilities Maintenance Supervisor	M-12
13	Therapeutic Recreation Specialist	S-10
14	<u>Planning and Zoning Service:</u>	<u>Grade</u>
15	Graphics Illustrator	S-06
16	Permits Review Supervisor	M-11
17	Planner I	S-10
18	Planner II	S-12
19	Planner III	M-14
20	Planning and Zoning Division Chief	M-16
21	Planning and Zoning Technician	S-07
22	Planning Assistant I	S-08
23	Planning Assistant II	S-09
24	Zoning Enforcement Coordinator	M-11
25	Zoning Inspector I	S-06
26	Zoning Inspector II	S-08



1	<u>Public Safety Service:</u>	<u>Grade</u>
2	Animal Control Warden I	S-05
3	Animal Control Warden II	S-07
4	Captain, Public Safety	S-08
5	Chief, Animal Control Services	M-09
6	Chief, Emergency Management/Operations	M-16
7	Deputy Chief, Emergency Operations	M-12
8	Lieutenant, Public Safety	S-07
9	Public Safety Dispatcher - Probationary	S-04
10	Public Safety Dispatcher	S-06
11	Safety Inspector	S-09
12	Safety Officer	M-12
13	<u>Labor and Trades Service:</u>	<u>Grade</u>
14	Assistant Foreman	H-09
15	Assistant Storekeeper	H-03
16	Automotive Mechanic I	H-09
17	Automotive Mechanic II	H-11
18	Automotive Mechanic Helper	H-06
19	Chauffeur-Laborer	H-05
20	Equipment Operator I	H-06
21	Equipment Operator II	H-08
22	Equipment Operator III	H-11
23	Laborer	H-01
24	Laborer (Grandfathered)	H-02
25	Lubrication Worker	H-08
26	Road Marking Equipment Operator I	H-06

1	Road Marking Equipment Operator II	H-08
2	Storekeeper	H-08
3	Storekeeper/Maintenance Mechanic	H-10
4	Tire Changer	H-03
5	Tractor Trailer Operator	H-07
6	Trades Helper	H-01
7	Trades/Laborer	H-06
8	Traffic Sign Mechanic I	H-02
9	Traffic Sign Mechanic II	H-04
10	Traffic Sign Mechanic III	H-06
11	Utility Worker	H-10
12	Water Meter Mechanic I	H-06
13	Water Meter Mechanic II	H-07
14	Water Meter Mechanic III	H-08
15	Water/Sewer Utility Worker I	H-02
16	Water/Sewer Utility Worker II	H-05
17	Water/Sewer Utility Worker III	H-07
18	Water/Sewer Utility Worker IV	H-09
19	<u>Public Works Operation Service:</u>	<u>Grade</u>
20	Assistant Superintendent of Plant Operations	M-12
21	Automotive Equipment Supervisor	M-11
22	Clerk/Dispatcher	S-05
23	Foreman	M-09
24	Highway Maintenance Supervisor	M-11
25	Laboratory Assistant	S-06
26	Laboratory Supervisor	M-10

1	Laboratory Technician	S-08
2	Landfill Attendant	S-02
3	Landfill Attendant Supervisor	M-05
4	Plant Operator Trainee I (Grandfathered)	S-05
5	Plant Operator Trainee I (Water or Wastewater)	S-04
6	Plant Operator Trainee II (Water or Wastewater)	S-06
7	Plant Operator (Water or Wastewater)	S-08
8	Plant Superintendent (Collection/Distribution)	M-12
9	Plant Superintendent, Water or Waste Water Operations	M-13
10	Pre-Treatment Inspector	S-08
11	Pumping Station Mechanic	S-08
12	Senior Plant Operator (Water or Wastewater)	S-09
13	Shift Supervisor	M-10
14	Sign Fabricator (Grandfathered)	S-07
15	Superintendent (Hwys.)	M-13
16	Superintendent of Highways, Construction & Drainage	M-13
17	Superintendent of Solid Waste Management	M-10
18	Superintendent of Solid Waste Management	M-13
19	(Grandfathered)	
20	Superintendent, Water and Sewer Facilities	M-13
21	Traffic Assistant	S-04
22	Traffic Operations Supervisor	M-11
23	Water and Sewer Facilities Chief	M-14
24	Water and Sewer Maintenance Supervisor	M-11
25	Water and Sewer Operations Chief	M-15
26	<u>Permits and Inspection Service:</u>	<u>Grade</u>
27	Building Inspector I	S-08

1	Building Inspector II	S-09
2	Building Inspector III	S-11
3	Chief of Building Services	M-14
4	Chief Electrical Inspector	M-13
5	Chief Plumbing Inspector	M-13
6	Electrical Inspector I	S-08
7	Electrical Inspector II	S-09
8	Electrical Inspector III	S-11
9	Environmental Inspector I	S-07
10	Environmental Inspector II	S-09
11	Environmental Sanitarian	S-09
12	Licensing Clerk	S-05
13	Permits Clerk	S-05
14	Plans Reviewer	S-09
15	Plumbing Inspector I	S-08
16	Plumbing Inspector II	S-09
17	Plumbing Inspector III	S-11
18	<u>Exempt Personnel:</u>	<u>Grade</u>
19	Administrative Secretary I	E-01
20	Administrative Secretary II	E-02
21	Administrative Secretary III	E-03
22	County Attorney	E-20
23	Deputy County Attorney	E-17
24	Council Attorney (Part-Time)	E-13
25	Director of Administration	E-21
26	Director of Community Services	E-17

1	Director of Economic Development	E-14
2	Director of Governmental and Community Relations	E-15
3	Director of Inspections, Licenses and Permits	E-18
4	Director of Parks and Recreation	E-18
5	Director of Planning and Zoning	E-18
6	Director of Procurement	E-16
7	Director of Public Works	E-20
8	Personnel Officer	E-16
9	Secretary-County Executive	E-04
10	Secretary-Sheriff	E-02
11	Secretary of the Council	E-12
12	Treasurer	E-20
13	Warden	E-18
14	Zoning Hearing Examiner (Part-Time)	E-16
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**Special Funded Positions**

## Sheriff's Office

Law Enforcement:Grade

Chief Deputy	L-09
Captain	L-07
Corporal	L-04
Deputy	L-02
Deputy First Class	L-03
Deputy/Recruit	L-01
Lieutenant	L-06
Major	L-08
Sergeant	L-05

Corrections:

Captain	D-07
Corporal	D-04
Corrections Officer, Recruit	D-01
Lieutenant	D-06
Major	D-08
Officer	D-02
Officer First Class	D-03
Sergeant	D-05

Unranked:

Administrative Budget and Finance Manager	A-06
Classifications Counselor	A-05
Crossing Guard	A-00
IPC Booking Clerk	A-01

1	Nurse (Registered)	A-07
2	Nurse (Licensed Practical Nurse)	A-05
3	Personnel Specialist	A-10
4	Pretrial Services Coordinator	A-06
5	Probationary	A-01
6	Cook	
7	Secretary	
8	Records Administrator I	A-06
9	Records Clerk I	A-02
10	Records Clerk II	A-03
11	Records Manager	A-10
12	Secretary I	A-02
13	Secretary II	A-03
14	Security Guard	A-03
15	Security Guard (Probation)	A-02
16	Senior Cook	A-02
17	Steward	A-04
18	Systems Programmer	A-07
19	Warden	A-15
20	(Note: The above positions are funded by Harford County pursuant	
21	to State law and are included as a schedule of payments only; above	
22	listed positions are not Harford County employment positions.)	
23		
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## Special Funded Positions

## Judicial

	<u>Grade</u>
Administrative Secretary Assistant	C-06
Court Bailiff	C-03
Court Reporter I	C-13
Court Reporter II	C-16
Jury Commissioner	C-12
Law Clerk	C-10
Secretary (Administrative)	C-12
Secretary I (Judicial)	C-08
Secretary II (Judicial)	C-10
Secretary III (Judicial)	C-11
Juvenile Master	C-12
Assistant to Jury Commissioner	C-06
Social Worker	C-13

(Note: The above positions are funded by Harford County pursuant to State law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)



## Special Funded Positions

State's Attorney Office\*

Assistant State's Attorney I E-08

Assistant State's Attorney II E-11

Assistant State's Attorney III E-15

Deputy State's Attorney/Senior Trial Assistant E-17

\*Salaries and classifications for clerical, administrative, investigative, and other personnel shall be determined by the State's Attorney in conformity with the Harford County Pay and Classification Plan.

(Note: The above positions are funded by Harford County pursuant to State law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)

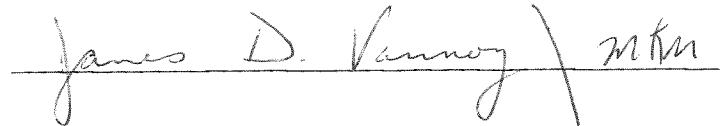
1 Section 2. Be It Further Enacted, that this act shall not be  
2 codified in the Harford County Code, as amended.

3 Section 3. Be It Further Enacted, that employees in any of the  
4 salary schedules provided herein may, upon authorization of the  
5 County Executive, receive a one-time payment during the 1995-96  
6 Fiscal Year as provided for in the Annual Budget and Appropriation  
7 Ordinance.

8 Section 4. Be It Further Enacted, that this act is hereby declared  
9 to be an emergency act, necessary for the proper operation of the  
10 county government, and it shall become law on the date it is signed  
11 by the County Executive; however, no payments or benefits shall  
12 accrue until on or after 1 July 1995.

13 EFFECTIVE: June 22, 1995  
14

15 *The Secretary of the Council does hereby*  
16 *certify that fifteen (15) copies of this Bill*  
17 *are immediately available for distribution to*  
18 *the public and the press.*

19  mkm  
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**HARFORD COUNTY, MARYLAND  
EXEMPT SERVICES SALARY SCHEDULE  
FISCAL YEAR 1996**

	1	2	3	4	5	6	7
E01	12.00	12.56	13.16	13.81	14.47	15.18	15.91
E02	12.56	13.16	13.81	14.47	15.18	15.91	16.68
E03	13.16	13.81	14.47	15.18	15.91	16.68	17.48
E04	13.81	14.47	15.18	15.91	16.68	17.48	18.34
E05	14.47	15.18	15.91	16.68	17.48	18.34	19.22
E06	15.18	15.91	16.68	17.48	18.34	19.22	20.18
E07	15.91	16.68	17.48	18.34	19.22	20.18	21.15
E08	16.68	17.48	18.34	19.22	20.18	21.15	22.18
E09	17.48	18.34	19.22	20.18	21.15	22.18	23.27
E10	18.34	19.22	20.18	21.15	22.18	23.27	24.41
E11	19.22	20.18	21.15	22.18	23.27	24.41	25.61
E12	20.18	21.15	22.18	23.27	24.41	25.61	26.86
E13	21.15	22.18	23.27	24.41	25.61	26.86	28.19
E14	22.18	23.27	24.41	25.61	26.86	28.19	29.58
E15	23.27	24.41	25.61	26.86	28.19	29.58	31.02
E16	24.41	25.61	26.86	28.19	29.58	31.02	32.56
E17	25.61	26.86	28.19	29.58	31.02	32.56	34.17
E18	26.86	28.19	29.58	31.02	32.56	34.17	35.88
E19	28.19	29.58	31.02	32.56	34.17	35.88	37.65
E20	29.58	31.02	32.56	34.17	35.88	37.65	39.53
E21	31.02	32.56	34.17	35.88	37.65	39.53	41.50
E22	32.56	34.17	35.88	37.65	39.53	41.50	43.58
E23	34.17	35.88	37.65	39.53	41.50	43.58	45.77
E24	35.88	37.65	39.53	41.50	43.58	45.77	48.05

**HARFORD COUNTY, MARYLAND  
MANAGEMENT/TECHNICAL SERVICE SALARY SCHEDULE  
FISCAL YEAR 1996**

	1	2	3	4	5	6	7	L1	L2	L3
M01	8.78	9.14	9.52	9.89	10.28	10.69	11.13	11.46	11.81	12.16
M02	9.21	9.58	9.96	10.36	10.77	11.20	11.65	12.00	12.37	12.73
M03	9.70	10.07	10.48	10.89	11.33	11.79	12.25	12.62	13.00	13.39
M04	10.26	10.66	11.10	11.54	12.00	12.48	12.97	13.37	13.77	14.18
M05	10.85	11.29	11.74	12.21	12.70	13.20	13.74	14.15	14.57	15.00
M06	11.51	11.97	12.44	12.94	13.46	14.00	14.55	14.99	15.45	15.90
M07	12.22	12.71	13.22	13.75	14.30	14.87	15.47	15.93	16.41	16.90
M08	13.00	13.53	14.07	14.63	15.21	15.82	16.45	16.94	17.45	17.98
M09	13.87	14.43	14.99	15.59	16.22	16.88	17.55	18.07	18.62	19.17
M10	14.83	15.41	16.03	16.68	17.35	18.04	18.76	19.32	19.89	20.50
M11	15.89	16.53	17.19	17.88	18.59	19.34	20.11	20.72	21.34	21.98
M12	17.07	17.75	18.46	19.19	19.97	20.76	21.59	22.24	22.90	23.59
M13	18.34	19.09	19.84	20.64	21.46	22.32	23.21	23.90	24.63	25.37
M14	19.75	20.54	21.37	22.21	23.11	24.03	24.98	25.75	26.51	27.31
M15	21.33	22.18	23.07	24.00	24.95	25.96	26.99	27.81	28.63	29.49
M16	23.03	23.95	24.91	25.91	26.95	28.03	29.14	30.02	30.92	31.85
M17	24.94	25.94	26.98	28.06	29.19	30.34	31.56	32.51	33.48	34.49
M18	26.73	28.11	29.24	30.42	31.62	32.90	34.21	35.23	36.29	37.38

\* A SPECIAL RATE RANGE IS ESTABLISHED FOR THE SYSTEMS ANALYST, M-13; THE GEOGRAPHIC INFORMATION SYSTEM COORDINATOR, M-13 AND THE CIVIL ENGINEER III, M-14. THE PAY SCALE FOR THESE POSITIONS IS:

M15	21.33	22.18	23.07	24.00	24.95	25.96	26.99	27.81	28.63	29.49
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\* A SPECIAL RATE RANGE IS ESTABLISHED FOR RISK MANAGER, M-14 POSITION. THE PAY SCALE FOR RISK MANAGER, M-14 IS:

M16	23.03	23.95	24.91	25.91	26.95	28.03	29.14	30.02	30.92	31.85
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\*\* SALARY RED CIRCLED FOR INCUMBENT OF FLEET MANAGER POSITION. SALARY IS:  
M-13 (L1) 43,502

HARFORD COUNTY, MARYLAND  
CLASSIFIED SERVICE SALARY SCHEDULE  
FISCAL YEAR 1996

	1	2	3	4	5	6	7	L1	L2	L3
S01	8.80	9.05	9.31	9.58	9.86	10.13	10.42	10.75	11.06	11.39
S02	9.19	9.45	9.72	10.00	10.29	10.59	10.88	11.22	11.55	11.90
S03	9.65	9.93	10.22	10.51	10.82	11.13	11.47	11.81	12.16	12.53
S04	10.15	10.44	10.75	11.05	11.38	11.73	12.08	12.43	12.81	13.21
S05	10.69	11.01	11.33	11.67	12.03	12.38	12.76	13.13	13.54	13.94
S06	11.28	11.62	11.97	12.33	12.70	13.07	13.47	13.87	14.29	14.71
S07	11.99	12.34	12.71	13.09	13.48	13.89	14.30	14.74	15.18	15.63
S08	12.71	13.09	13.48	13.89	14.30	14.74	15.18	15.63	16.09	16.58
S09	13.55	13.96	14.36	14.80	15.24	15.70	16.18	16.67	17.16	17.67
S10	14.47	14.89	15.34	15.81	16.27	16.77	17.27	17.79	18.32	18.87
S11	15.47	15.93	16.41	16.90	17.41	17.93	18.47	19.02	19.59	20.18
S12	16.57	17.07	17.58	18.10	18.66	19.21	19.79	20.39	20.99	21.63
S13	17.79	18.32	18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21
S14	19.14	19.71	20.31	20.91	21.54	22.18	22.85	23.54	24.24	24.97
S15	20.62	21.24	21.89	22.53	23.21	23.91	24.62	25.37	26.13	26.90
S16	22.25	22.91	23.60	24.32	25.05	25.79	26.56	27.36	28.18	29.03
S17	24.06	24.78	25.53	26.29	27.07	27.88	28.73	29.59	30.48	31.38
S18	25.94	26.71	27.53	28.35	29.21	30.08	30.98	31.91	32.86	33.84

**HARFORD COUNTY, MARYLAND  
HOURLY SERVICE SALARY SCHEDULE  
FISCAL YEAR 1996**

	1	2	3	4	5	6	L1	L2	L3
H01	7.87	8.10	8.35	8.60	8.86	9.12	9.40	9.68	9.97
H02	8.07	8.32	8.56	8.82	9.08	9.35	9.63	9.92	10.22
H03	8.32	8.56	8.82	9.08	9.35	9.63	9.92	10.22	10.52
H04	8.54	8.79	9.06	9.34	9.61	9.90	10.19	10.49	10.82
H05	8.92	9.19	9.46	9.75	10.05	10.34	10.65	10.97	11.30
H06	9.21	9.48	9.78	10.07	10.38	10.68	11.00	11.33	11.67
H07	9.48	9.78	10.07	10.38	10.68	11.00	11.33	11.67	12.02
H08	9.78	10.07	10.38	10.68	11.00	11.33	11.67	12.02	12.38
H09	10.07	10.38	10.68	11.00	11.33	11.67	12.02	12.38	12.75
H10	10.38	10.68	11.00	11.33	11.67	12.02	12.38	12.75	13.13
H11	10.68	11.00	11.33	11.67	12.02	12.38	12.75	13.13	13.53

HARFORD COUNTY, MARYLAND  
LAW ENFORCEMENT SALARY SCHEDULE  
FISCAL YEAR 1996

	1	2	3	4	5	6	7	8	9	10	L1	L2	L3	L4	L5
	Competing Ranks														
L01	11.15														
L02	11.70	12.41	12.90	13.42	13.96	14.51	15.09	15.55	15.86	16.18	16.26	16.34	16.42	16.50	16.58
L03	12.41	13.15	13.94	14.78	15.52	16.14	16.78	17.29	17.63	17.98	18.07	18.16	18.25	18.34	18.43
L04	13.15	13.94	14.78	15.66	16.45	17.10	17.79	18.32	18.69	19.06	19.16	19.25	19.35	19.44	19.54
L05	13.94	14.78	15.66	16.60	17.43	18.13	18.86	19.42	19.81	20.21	20.31	20.41	20.51	20.61	20.71
L06	14.78	15.66	16.60	17.60	18.66	19.59	20.37	20.98	21.40	21.83	21.94	22.05	22.16	22.27	22.38

	Appointed Ranks														
L07	15.66	16.60	17.60	18.66	19.59	20.37	21.19	21.82	22.26	22.70	22.82	22.93	23.04	23.16	23.27
L08	16.60	17.60	18.66	19.77	20.76	21.59	22.46	23.13	23.59	24.07	24.19	24.31	24.43	24.55	24.67
L09	17.60	18.66	19.77	20.96	22.22	23.33	24.26	24.99	25.49	26.00	26.13	26.26	26.39	26.52	26.65

	L6	L7	L8	L9	L10	L11	L12	L13	L14	L15	L16	L17	L18	L19	L20
	Competing Ranks														
L01															
L02	16.66	16.74	16.82	16.90	16.98	17.06	17.15	17.23	17.31	17.39	17.47	17.55	17.63	17.71	17.79
L03	18.52	18.61	18.70	18.79	18.88	18.97	19.06	19.15	19.24	19.33	19.42	19.51	19.60	19.69	19.78
L04	19.63	19.73	19.83	19.92	20.02	20.11	20.21	20.30	20.40	20.49	20.59	20.68	20.78	20.87	20.97
L05	20.81	20.91	21.01	21.12	21.22	21.32	21.42	21.52	21.62	21.72	21.82	21.92	22.02	22.13	22.23
L06	22.49	22.59	22.70	22.81	22.92	23.03	23.14	23.25	23.36	23.47	23.58	23.69	23.80	23.90	24.01

	Appointed Ranks														
L07	23.38	23.50	23.61	23.73	23.84	23.95	24.07	24.18	24.29	24.41	24.52	24.63	24.75	24.86	24.97
L08	24.79	24.91	25.03	25.15	25.27	25.39	25.51	25.63	25.75	25.87	25.99	26.11	26.23	26.35	26.47
L09	26.78	26.91	27.04	27.17	27.30	27.43	27.56	27.69	27.82	27.95	28.08	28.21	28.34	28.47	28.60

HARFORD COUNTY, MARYLAND  
UNRANKED LAW ENFORCEMENT SALARY SCHEDULE  
FISCAL YEAR 1996

	1	2	3	4	5	6	7	8	9	L1	L2	L3
A00	8.82											
A01	9.99	10.39										
A02	10.39	10.80	11.23	11.68	12.15	12.67	13.11	13.58	13.98	14.40	14.83	15.28
A03	10.81	11.25	11.68	12.15	12.64	13.08	13.54	14.01	14.50	14.94	15.38	15.84
A04	11.25	11.68	12.15	12.64	13.14	13.66	14.14	14.64	15.16	15.61	16.07	16.56
A05	12.41	12.91	13.42	13.97	14.52	15.03	15.55	16.10	16.67	17.16	17.69	18.22
A06	13.55	14.09	14.65	15.24	15.85	16.41	16.99	17.58	18.20	18.75	19.31	19.89
A07	14.43	15.00	15.59	16.23	16.87	17.47	18.08	18.71	19.37	19.94	20.54	21.16
A08	14.98	15.57	16.20	16.84	17.52	18.13	18.76	19.41	20.09	20.69	21.30	21.95
A09	16.22	16.87	17.55	18.25	18.98	19.65	20.34	21.04	21.77	22.43	23.11	23.80
A10	17.52	18.22	18.95	19.71	20.50	21.21	21.95	22.72	23.51	24.22	24.94	25.69
A11	18.65	19.39	20.18	20.99	21.83	22.59	23.38	24.20	25.04	25.79	26.56	27.37
A12	19.87	20.66	21.49	22.36	23.25	24.05	24.90	25.77	26.67	27.47	28.29	29.15
A13	20.76	21.59	22.45	23.36	24.30	25.13	26.02	26.93	27.86	28.71	29.56	30.46
A14	21.59	22.45	23.36	24.30	25.13	26.02	26.93	27.86	28.81	29.67	30.56	31.48
A15	22.45	23.36	24.30	25.13	26.02	26.93	27.86	28.81	29.79	30.68	31.60	32.55



HARFORD COUNTY, MARYLAND  
CORRECTIONS SALARY SCHEDULE  
FISCAL YEAR 1996

	1	2	3	4	5	6	7	8	9	10	L1	L2	L3	L4	L5
D01	10.48														
D02	11.00	11.66	12.36	12.61	13.24	13.77	14.32	14.75	15.04	15.34	15.42	15.50	15.58	15.65	15.73
D03	11.66	12.36	13.10	13.89	14.58	15.17	15.77	16.25	16.57	16.90	16.99	17.07	17.16	17.24	17.33
D04	12.36	13.10	13.89	14.72	15.46	16.08	16.72	17.22	17.57	17.92	18.01	18.10	18.19	18.28	18.37
D05	13.10	13.89	14.72	15.61	16.39	17.04	17.72	18.25	18.62	18.99	19.09	19.18	19.28	19.37	19.47
D06	13.89	14.72	15.61	16.54	17.37	18.06	18.79	19.35	19.74	20.13	20.23	20.33	20.44	20.54	20.64
D07	14.72	15.61	16.54	17.53	18.41	19.15	19.91	20.51	20.92	21.34	21.45	21.55	21.66	21.77	21.88
D08	15.61	16.54	17.53	18.59	19.52	20.30	21.11	21.74	22.18	22.62	22.73	22.85	22.96	23.08	23.19
	L6	L7	L8	L9	L10	L11	L12	L13	L14	L15	L16	L17	L18	L19	L20
D01															
D02	15.81	15.89	15.97	16.05	16.13	16.21	16.29	16.37	16.45	16.54	16.62	16.70	16.79	16.87	17.13
D03	17.42	17.50	17.59	17.68	17.77	17.88	17.95	18.04	18.13	18.22	18.31	18.40	18.49	18.58	18.68
D04	18.46	18.55	18.65	18.74	18.83	18.93	19.02	19.12	19.21	19.31	19.41	19.50	19.60	19.70	19.80
D05	19.57	19.67	19.77	19.86	19.96	20.06	20.16	20.26	20.37	20.47	20.57	20.67	20.78	20.88	20.98
D06	20.74	20.85	20.95	21.06	21.16	21.27	21.37	21.48	21.59	21.70	21.80	21.91	22.02	22.13	22.24
D07	21.99	22.10	22.21	22.32	22.43	22.54	22.66	22.77	22.88	23.00	23.11	23.23	23.34	23.46	23.58
D08	23.31	23.42	23.54	23.66	23.78	23.90	24.01	24.14	24.26	24.38	24.50	24.62	24.74	24.87	24.99

HARFORD COUNTY, MARYLAND  
COURT SYSTEM SALARY SCHEDULE  
FISCAL YEAR 1996

	1	2	3	4	5	6	7
C01	6.14	6.45	6.77	7.11	7.46	7.84	8.22
C02	7.77	8.15	8.56	8.97	9.43	9.90	10.40
C03	7.95	8.19	8.43	8.69	8.94	9.21	9.49
C04	8.32	8.57	8.83	9.09	9.37	9.64	9.93
C05	9.23	9.52	9.79	10.09	10.39	10.69	11.02
C06	10.29	10.60	10.92	11.26	11.58	11.92	12.30
C07	11.16	11.71	12.27	12.86	13.49	14.14	14.82
C08	11.71	12.27	12.86	13.49	14.14	14.82	15.54
C09	12.27	12.86	13.49	14.14	14.82	15.54	16.31
C10	12.86	13.49	14.14	14.82	15.54	16.31	17.08
C11	14.14	14.82	15.54	16.31	17.08	17.94	18.80
C12	15.54	16.31	17.08	17.94	18.80	19.71	20.69
C13	17.94	18.80	19.71	20.69	21.70	22.76	23.88
C14	18.80	19.71	20.69	21.70	22.76	23.88	25.06
C15	20.69	21.70	22.76	23.88	25.06	26.29	27.59
C16	22.76	23.88	25.06	26.29	27.59	28.95	30.38

HARFORD COUNTY BILL NO. 95-25(Brief Title) Pay and Classification Plan

is herewith submitted to the County Council of Harford County for enrollment as being the text as finally passed.

CERTIFIED TRUE AND CORRECT

ENROLLED

[Signature]  
Secretary of the Council

[Signature]  
President of the Council

Date 6/20/95Date 6/20/95

BY THE COUNCIL

Read the third time.

Passed: LSD 95-20 (June 20, 1995)

Failed of Passage: \_\_\_\_\_

By Order

[Signature]  
Secretary

Sealed with the County Seal and presented to the County Executive for approval this 22nd day of June, 1995 at 3:00 p. m.

[Signature]  
Secretary

BY THE EXECUTIVE

[Signature]  
COUNTY EXECUTIVE

APPROVED: Date June 22, 1995

BY THE COUNCIL

This Bill (No. 95-25), having been approved by the Executive and returned to the Council, becomes law on June 22, 1995.

[Signature]  
Secretary

EFFECTIVE DATE: June 22, 1995